



A Good Place to Start

Entry-level jobs often provide short-term training that is critical as we learn about working for an employer and gain valuable work experience

Remember how nervous you were for that first job interview? It's a rite of passage all young people deal with. Most teens need money for cars, dating, food and fun. Parents wisely tell them to get a job. So, off they trudge to the local burger joint or construction site to find a job to fuel their lifestyle.

Those first jobs rarely turn out to be our last jobs. They were stepping stones to bigger and better things. Still, they served an essential function; they taught us a lot about the world of work. We learned to be on time, work hard and cooperate with others. We learned about self-discipline and sacrifice. And, most of us learned that we wanted something more. Such is the nature of short-term on-the-job training.

This training category means that most workers acquire the job skills needed in one month or less through informal

training and experience. I have held my share of short-term training jobs. I worked on a loading dock, laid sod, dug trenches, cleaned buildings and manufactured aluminum truck shells. Indeed, it didn't take long to learn the business end of the shovel—I think I had that skill learned in just a few minutes!

Of all the jobs in Utah, about 35 percent are designated as requiring only short-term on-the-job training. Over three-fourths of these jobs are concentrated in office work, retail sales, food services, building and grounds maintenance, and material moving (freight and light delivery truck drivers). The pay is relatively low, with an average annual wage of \$20,320 in 2006, compared to \$35,120 for all occupations and all training levels.

But don't discount the importance of these jobs. Short-term training occupa-

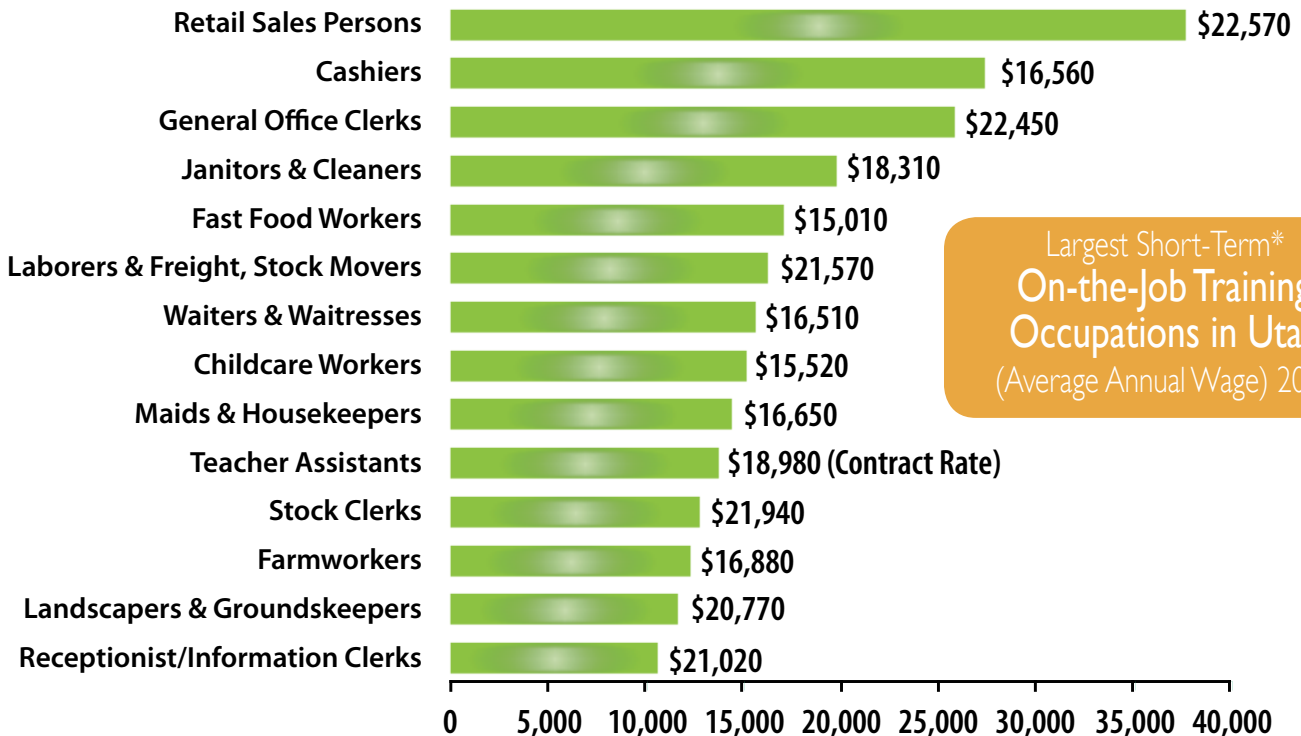
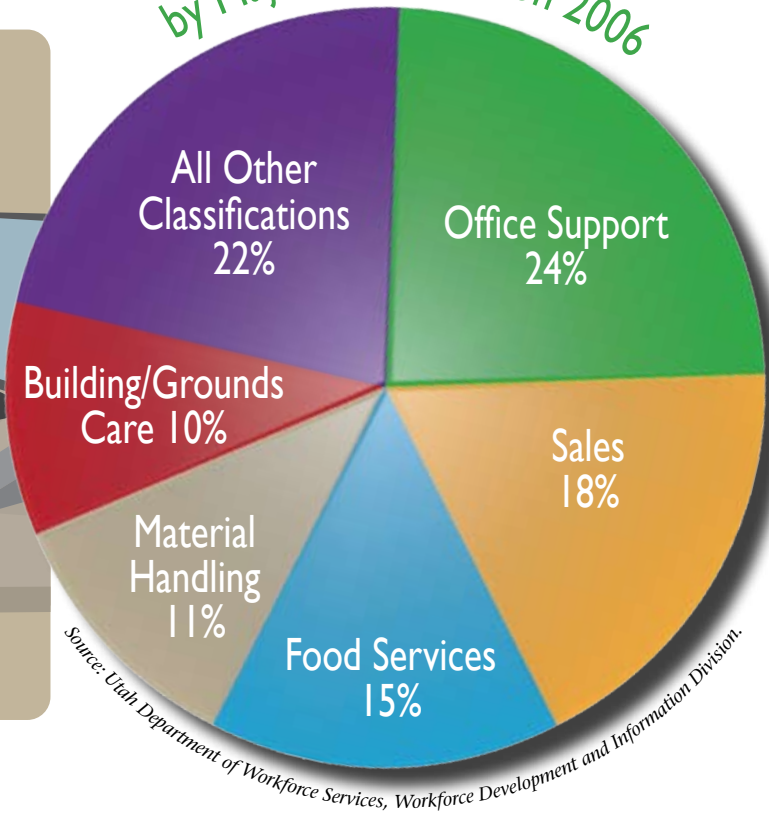
tions are critical for most of us as we learn about working for an employer and gain valuable work experience. We also develop important social networks, are exposed to a greater variety of skilled occupations, and learn about career paths taken by others with whom we work. All this combines to help us define our interests, abilities and what skills we need to acquire to be successful in the workplace. Often, these short-term training jobs provide us with critical long-term work skills and insights. 📍

For more information go to these sites:

- <http://jobs.utah.gov/opencms/wi/occi.html>
- <http://jobs.utah.gov/jsp/wi/utalmis/gotoOccwage.do>
- <http://careers.utah.gov/careers/>
- <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/shorttermojt.xls>

Percent Share of Short-Term OJT
Occupations

by Major Classification 2006



Largest Short-Term*
On-the-Job Training
Occupations in Utah
(Average Annual Wage) 2006

Source: Utah Department of Workforce Services, Workforce Development and Information Division.

*Note: Short-term on-the-job training means a worker can gain the skills needed to perform job duties in one month or less of informal instruction.